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AUTHOR	Dilts, David A.; And Others
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ABSTRACT

This book examines faculty performance appraisal especially in light of ethical and legal issues involved in the appraisal process. Part 1 contains three chapters concerned with the structure and ethics of evaluation. These chapters provide a frame of reference for the next two chapters that deal with criteria used in performance appraisals and rules of evidence used in those appraisals. Part 2 begins with a discussion of general considerations in the establishment of the appropriate mix of professorial activities to be evaluated. There follows a review of many of the specific criteria reported in the literature used to evaluate faculty performance in teaching, in research, and in service. Attention is also paid to the interrelations among these areas. Part 2 offers a discussion of the environmental influences on faculty performance appraisal. In particular, the effects of the legal system and of unionization and collective bargaining on professorial performance appraisal in universities in the United States are considered. In an appendix the book contains the policy statements of the American Association of University Professors relevant to personnel evaluation. Finally, an annotated bibliography containing 52 references on faculty performance appraisal is included. Individual chapters also contain reference notes. (JB)

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